

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD

RANDALLS FOOD AND DRUG, L.P.  
Employer

INTERNATIONAL BROTHERHOOD OF  
TEAMSTERS, LOCAL 745  
Petitioner

Case 16-RC-242776

ORDER

The Employer's Request for Review of the Regional Director Decision and Certification of Representative is denied as it raises no substantial issues warranting review.<sup>1</sup>

JOHN F. RING, CHAIRMAN

MARVIN E. KAPLAN, MEMBER

WILLIAM J. EMANUEL, MEMBER

Dated, Washington, D.C., March 26, 2020.

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<sup>1</sup> In agreeing with the Regional Director's decision to overrule Objection 1, we do not rely on *Avis Rent-a-Car System, Inc.*, 280 NLRB 580, 581 (1986), enfd. sub nom. *I.T.O. Corp. of Baltimore v. NLRB*, 818 F.2d 1108 (4<sup>th</sup> Cir. 1987) as the proper standard to determine whether prohibited electioneering has occurred. Instead, we rely on the standard set forth in *Boston Insulated Wire*, 259 NLRB 1118, 1118 (1982), enfd. 703 F.2d 876 (5<sup>th</sup> Cir. 1983).